

## **Request for Information – The Indiana Teacher Effectiveness Pilot**

**Purpose:** The Indiana Department of Education is looking for corporations to participate in a state-wide teacher evaluation pilot for the 2011-2012 school year.

There are two tracks in the pilot.

**Track 1:** corporations interested in early adoption of the state model for teacher evaluation, an optional model that will be made available to all local corporations after the pilot.

**Track 2:** corporations interested in the early adoption of state priorities into a current teacher evaluation system

Interested corporations should read the pilot summary below and respond to the appropriate questionnaire no later than March 31, 2011.

**Introduction:** The 2011 Education Agenda puts students first by focusing on the individuals who make the biggest impact on student learning every day—teachers. Indiana’s teachers are hard-working and devoted to the success of every student. It’s time we treat them like the professionals they are and take special care to identify and reward greatness in the classroom, in addition to spending more time developing and supporting those who are not where we want them to be.

To do this we need fair, credible and accurate annual evaluations to differentiate teacher and principal performance. To create this type of evaluation system, The Indiana Department of Education, with the help of teachers and leaders throughout Indiana, has developed an optional model evaluation system that will now be tested. Other corporations may elect to use existing tools for study in the pilot. Whether corporations choose to adopt the state model or a model of their own, the department’s goal is to have all models eventually align with three state priorities, identified to ensure that all evaluation systems are fair, credible and accurate. The three state priorities include:

- **Annual Evaluations:** Every teacher, regardless of experience, deserves meaningful feedback on their performance on an annual basis.
- **Student Growth Data:** Evaluations should be student-focused. First and foremost, an effective teacher helps students make academic progress. A thorough evaluation system includes multiple measures of teacher performance, and growth data must be one of the key measures.
- **Four Rating Categories:** Currently too many districts don't have an evaluation process that can differentiate our best educators. If we want to retain our best teachers and principals, we need to give them the recognition they deserve. If we want to tap into their expertise, we need to know which individuals are achieving the greatest success and give support to those who are new or struggling.

The Indiana Teacher Effectiveness Pilot will support early adoption of the three state priorities above in order to provide meaningful feedback and resources to corporations statewide. Specifically, the pilot will select two or three corporations to work with us on each of the following projects:

- 1) **Early Adoption of the State Evaluation Model:** The state model system includes a full teacher observation rubric and protocol (available online at <http://www.doe.in.gov/puttingstudentsfirst/>) as well as a system for incorporating measures of student growth. Selected corporations wishing to adopt the state model teacher evaluation system will receive implementation support from the Indiana Department of Education in partnership with The New Teacher Project. This project offers the opportunity for corporations to receive intensive resources and support during a pilot year but, no stakes will be attached to data outcomes in the pilot year. Districts will be free to use the observation part of the evaluation to inform HR decisions. The pilot experience in these corporations will be crucial to informing changes to the state model before statewide release.
- **Early Adoption of the State Priorities into an Existing Evaluation Model:** Some corporations in Indiana have innovative and trusted evaluation systems already in use, but these systems might not include all of the state priorities – for example, integration of student growth measures. For corporations wishing to integrate their current systems with the new state priorities, the Indiana Department of Education in partnership with The New Teacher Project will create a learning community across these local corporations and support participation in a pilot study that will provide feedback on implementation. They will benefit from state support and the time needed to work out logistics of implementation before changes are tied to official summative evaluation scores. Key learnings from the pilot experience in these corporations will help to inform the implementation of locally chosen or developed models in the following year.

This exciting opportunity will provide selected corporations with support and feedback while modifying their evaluation systems to better differentiate and support teachers. In addition to on-going resources and the chance to be a part of a formally organized early adopter community, corporations will receive an interim and end-of-year report on the pilot including key learnings regarding implementation in year one.

Criteria and Timeline: The Indiana Department of Education is looking for corporations to participate in the Teacher Effectiveness Pilot in the 2011-2012 school year. The IDOE will select corporations that demonstrate a readiness and commitment to implementation of the state priorities. The final selection will aim to represent a diverse sample of corporations across the state. Participation in the pilot will result in support from the IDOE, but will also require significant dedication from corporations to ensuring the success of the teacher evaluation system. Corporations applying should ensure that they can comply with the overall selection process and implementation timeline below:

- March 31, 2011 : RFI application due
- April 2011: Finalist interviews
- May 2011: Final corporations selected

- May 2011-June 2011: Corporation engagement in key decisions surrounding evaluation system
- July 2011-June 2012: Pilot implementation

**Interested corporations should apply by completing the Request for Information no later than March 31st.** Completed applications should be emailed to Mindy Schlegel at [schlegel@doe.in.gov](mailto:schlegel@doe.in.gov). Please note that there are two separate questionnaires – one for corporations wishing to pilot the state model and one for those wishing to integrate state priorities into an existing model.

If you wish to receive more information on the Indiana Teacher Effectiveness Pilot, the IDOE will hold optional informational webinars on the following dates/times:

- Corporations applying for state model adoption: March 24<sup>th</sup> at 11:00am; March 28<sup>th</sup> at 2:00pm
- Corporations applying for integration of state priorities with existing system: March 24<sup>th</sup> at 3:00pm; March 28<sup>th</sup> at 11:00am

If you plan to attend a webinar, please [Click Here to RSVP](#) and you will receive an email invitation to join the webinar.

The IDOE looks forward to receiving your application and thanks you for your interest and dedication to improving teacher evaluation in Indiana.